STATE OF MONTANA

ANNUAL MANPOWER PLANNING REPORT

FY 1976

STATEWIDE

March 15, 1975

MONTANA STATE EMPLOYMENT SERVICE
E. S. Research
EMPLOYMENT SECURITY DIVISION
DEPARTMENT OF LABOR AND INDUSTRY

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I. Highlights and Conclusions

A. Significant Findings - The "Universe of Need" as indicated by the attached "Manpower Planning Summary", totals 96,250 persons who need employment related assistance. Of this number, 13,850 meet the low income requirements as outlined by the Department of Labor, Manpower Administration. The balance of the "Universe of Need" includes those persons who are either unemployed or underemployed with family incomes above the defined poverty level. Most of these are classified as "all other non-poor".

Statewide, 10,750 persons are classified as poor and disadvantaged; for example, school dropouts, minority members, youth, older workers, or handicapped.

Manpower programs in Montana do not have sufficient resources to provide manpower services to a target population as large as indicated by the "Universe of Need". Consequently, efforts have been concentrated on the disadvantaged, poor, and unemployed individual. This group will continue to be first priority during FY 1976.

B. Nature of Manpower Problems

1. Limited Industrial Development - Industrial development is limited to the urban areas of Montana; particularly Billings, Great Falls, Missoula, Helena, Butte, and Kalispell. The attraction of basic industry is difficult due to long distance to market, lack of local markets and no large population or metropolitan centers within the state.

2. Lack of Job Opportunities - Tied closely to limited economic development is the lack of job opportunities, particularly for those who are without the skills necessary to compete for those job opportunities that do exist.

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3. Seasonal Nature of the Local Economy - Agriculture, one of Montana's principal industries, is entirely dependent on weather conditions and, for the most part, job opportunities vary from three to six months depending on the type of agricultural activity . The same factors also affect the construction and lumbering industries, although to a lesser extent. The result is a seasonal pattern with a lower unemployment rate during the summer and fall months and high unemployment during the winter and spring.

4. Low Educational Levels and Lack of Salable Skills - Low educational levels and a lack of salable skills are problems common among the various target groups, particularly school dropouts, youth, handicapped, older workers and minority groups who, without vocational training, find themselves unable to compete in the open job market for anything but the most menial types of employment.

C. Progress During the Past Year - Progress during the past year was hindered by recessionary economic conditions. Employment increased by 4.4% over last year, while at the same time, unemployment increased by nearly 12.5%. The end of 1974 found lumber and wood products employment down by about 12% in December in comparison with the same time a year ago as a result of the decline in residential home construction. Manpower programs provided relief through training, employment assistance, and supportive services to more than 3,950 individuals under comprehensive programs such as CEP, Win, MDTA, JOBS, and JOP.

D. Prospects for the Coming Fiscal Year - During the next fiscal year, Montana will be able to provide services to approximately the same number of individuals as during the last fiscal year, assuming funding levels and currently operating programs remain the same. Any reduction of funding levels or

elimination of currently operating programs will have a disastrous effect on Montana's poor and unemployed.

II. Description of the State

A. Definition of the State - The state of Montana lies in the northwestern United States encompassing an area in excess of 145,000 square miles. The state is divided into fifty-six counties and also includes seven Indian Reservations. The large area and great differences in terrain and climate have great effect on the economy of the state.

The Cooperative Area Manpower Planning System (CAMPS) in Montana is set up as follows: (1) all members of the State Manpower Planning Advisory Council are appointed by the Governor, (2) the Chairman of the Council is a member of the Governor's executive staff, and (3) representation on the council includes representatives of business, labor, client groups, and the general public, along with manpower agency administrators. The Council has as its avowed purpose to develop program priorities and make recommendations to the Governor for manpower program funding designed to insure the greatest benefit to the citizens of Montana without unnecessary duplication.

To assist the State Manpower Planning Advisory Council in the making of its recommendations, the Governor has established six Ancillary Area Manpower Planning Advisory Councils in the different regions of the state. These Councils' membership will be appointed by the Governor, as will the Chairman of each Area Ancillary Council. The Ancillary Councils will furnish advice, gather information, make recommendations, and promote coordination among local manpower efforts. The Ancillary Councils' recommendations will be forwarded to the State Council and from there to the Governor. The membership of the Ancillary Councils is similar to the State Council.

CEP Area - Butte and Helena (Areas II and III) have been designated Model Cities and both have Concentrated Employment Program (CEP) Centers. The two CEP Centers cover a six-county area, including Lewis and Clark, Silver Bow, Deer Lodge, Jefferson, Broadwater, and Meagher Counties.

B. Economic Developments and Outlook

1. The Economy of the State and Factors Affecting it

a. 1950 - 1970 - At the turn of the century, Montana's economy was firmly based on agriculture and mining. This condition continued for almost fifty years with very little economic growth in any other primary industries. Beginning in the early 1950's both the agriculture and mining industries began to feel the effects of rapidly changing technology which drastically increased output per worker while the demand for products was increasing at a much slower rate.

Agriculture, which formerly was primarily a hand labor industry, suddenly became a highly mechanized business. Mining, particularly in Butte, switched from underground to surface mining which utilizes huge shovels to remove ore from an open pit.

In both cases the obvious result was output per worker increasing at a faster rate than demand, and a rapid decline in total employment in both industries occurred. From 1950 to 1960 total employment in both agriculture and mining dropped sharply and continued to do so during the 1960's although the rate of decline moderated somewhat. Agricultural employment declined 9.7% from 1963 to 1969 and mining dropped by 14.1% during the same period.

At the same time came the shift (both nationally and in Montana) to the derivative industries (those industries whose products and services are mostly for domestic consumption; i.e., wholesale and retail trades, and service industries). Total employment increased rapidly in these industries

in the twenty-year period from 1950 to 1970 due to the fact that the derivative industries are less affected by technological change, coupled with the increased demand for services. Derivative industries currently account for a greater share of total employment than ever before.

The decline of primary employment, although offset by a rapid increase in derivative employment, resulted in a net gain in total employment which was not sufficient to absorb the "natural" increase in the civilian labor force. Consequently, Montana's unemployment rate remained 1% to 2% above the national figure and net out-migration of members of the labor force and their families rose to nearly 5,700 persons per year between 1960 and 1970.

Industries in which employment nationwide has risen rapidly in the last ten years are industries in which Montana has a very small portion in terms of total employment. Montana's decline in primary employment has resulted from specialization in industries where employment nationwide has been falling.

The one exception to this has been in the lumber and lumber manufacturing industries where employment rose very rapidly (partially offsetting the decline in agriculture and mining) during a period when employment in these industries was declining nationally.

Montana's personal income in 1950 was $962 million, or 0.425% of the $226.2 billion national total, and personal income per capita was $1,622 or 8% <u>above</u> the national average of $1,496. By 1960, Montana's personal income had grown to $1,383 million but its share of the national total of $396.6 billion had dropped to 0.349%. Personal per capita income rose 26% between 1950 and 1960 to $2,037, but fell 8% <u>below</u> the national average of $2,215.

Total personal income for Montana by 1972 was $2,875 million but only 0.31% of the national total. Per capita personal income was $3,999 in 1972, but was still 11% <u>below</u> the national average of $4,492.

The most important factor behind the decline in Montana's share of national personal income between 1950 and 1960 was the decline in the agriculture industry which was not offset by new growth in other industries. From 1960 to 1970, the decline in agriculture moderated and the continued slowness of Montana's economy became increasingly the result of a lack of growth in the nonagricultural industries.

In short, although Montana's economy has maintained steady growth during the last twenty years, it has failed to realize the rate of growth experienced nationwide.

b. Outlook 1970 - 1980 - The ten-year period from 1970 to 1980 is expected to show a slight increase over the previous twenty-year period in economic growth. A large increase should occur in the first half of the decade and taper off in the latter half. Strip-mine operations and power generation, along with the resulting derivative jobs, are the bright spots for this period. The energy shortage will play a major role in determining the growth of Montana's tourist oriented industries. During this decade, Montana's per capita income will increase and the unemployment rate will decrease, but neither will keep up with their respective national averages.

c. The Employment Outlook for Fiscal Year 1976 - During the ten-year period from 1960 to 1970 the number of persons employed in Montana increased by 11.5% or a total of over 27,000 jobs. However, the five-year period from 1970 to 1974 increased by 13.3%, or a total of over 35,000 jobs. This rate of expansion means that each year approximately 7,000 new jobs must be created in order to provide employment for persons entering the labor market. That is, if no economic disaster occurs. The present energy crisis can curtail the spiraling employment picture for Montana by hindering industrial growth in the manufacturing industries, which normally create the largest number of jobs, and the tourist oriented industries on which Montana is

heavily dependent for a large number of jobs. The first four years of the 1970's resulted in good economic growth, but with the energy crisis and the business recession, this trend should begin to level off. Montana's employment will probably be 306,000 in 1976.

The number of persons of labor market age has expanded faster than the economy has been able to create jobs for them. The result can be measured in terms of the unemployment rate and net out-migration from the state. Although the unemployment rate decreased from the previous year by 1.3%, it is still higher than the national unemployment rate by about 2%. This indicates Montana's economy has not been able to keep up with the nation's ability to create jobs for those entering the labor market. One alternative for those not finding employment in Montana is to leave the state. Net out-migration can best be illustrated as follows:

1960 Census of Population	=	674,767
Births 1960 - 1970	=	143,494
Deaths 1960 - 1970	=	65,826
1970 Population by Natural Increase	=	752,435
1970 Census of Population	=	694,409
Net Out-Migration	=	-58,026

In other words, the number of persons moving from the state exceeded the number migrating to Montana by more than 5,800 per year. Nearly all of these were forced to move because of the lack of job opportunities, particularly those in the 18 to 24 year-old age group. While these conditions are expected to continue through 1975, the picture is definitely improving.

Industrial growth in Montana, while increasing rapidly, still lags behind national growth due to the large land area, sparse population and distance from major marketing centers. Consequently, growth of manufacturing industries, while increasing steadily, has not been significant.

Non-manufacturing industries, particularly the wholesale and retail trades,

services and government will account for the majority of new jobs created during 1975 in line with the trend of recent years. All other non-manufacturing industries, contract construction, finance, real estate, and transportation are expected to experience only slight increases. Mining and public utilities will experience large increases in the future because of the strip-mine operations and power generation plants.

Agriculture, one of the basic industries in Montana, is the most difficult to project employment activities or levels because of its dependence on weather conditions and market demand. New methods, tools and equipment have enabled us to produce more with less work, but the agriculture industry is still subject to the vagaries of nature such as hail, flood or drought. All of these factors, plus the general seasonality of the industry itself, have a pronounced effect on employment.

The following table illustrates recent trends in agriculture:

Year	1,000's of Farms	Average Acreage	Farm Employment (in Thousands)
1960	32	2,104	49
1962	30	2,219	48
1964	29	2,325	46
1966	28	2,364	45
1968	27	2,406	40
1970	26	2,432	39
1971	26	2,450	35
1972	26	2,478	36
1973	25	2,498	36
1974	25	2,510	35

[illegible]

The number of farms is decreasing but the size of farms is increasing. In 1970 there were 6,000 fewer farms than there were in 1960. Total farm employment is decreasing but the drop is primarily among family farm workers. From 1960 to 1970 total farm employment dropped 10,000, of which 9,000 were in farm families. The decrease of 6,000 farms and 9,000 farm family workers speaks for itself.

For 1975 the number of hired farm workers will be between 11,000 and 12,000 - a figure which has not changed appreciably over the past ten years.

When discussing agricultural employment it must be brought to mind that the type of person needed in agriculture is also different than was the case a few years ago. Today, a good farm hand may operate several different machines, all expensive, and must have some mechanical ability. Agriculture is one of the two most mechanized industries in America today and workers must be capable or easily adaptable, to work accordingly.

Montana's current unemployment problems are not likely to lessen during 1975. However, the national policies formulated in the next few months will have a profound effect on the beginning of an economic recovery.

d. The Economy by Industry

(1) Agriculture - Agriculture, one of Montana's major industries in terms of number employed and cash receipts, covers approximately two-thirds of the total land area. The western, southern, and a portion of the southeastern corner of Montana, depend largely on the production of livestock and livestock products. The balance of the agricultural industry in Montana is primarily dependent on rotation grain crops.

The agriculture industry is highly seasonal in nature and, at the same time, vulnerable to sudden and extreme climatic changes which can reduce a good year to a dismal one in a comparatively short time.

Employment in no other industry, with the exception of mining, has been so adversely affected by advances in technology than has employment in agriculture. Since 1957, average annual employment in the agriculture industry has dropped from 41,400 to 35,100 in 1974, or a decline of 15.2%. The average civilian labor force increased 22.5% during the same period. The extensive use of machinery to produce more with fewer people is reflected by the fact that from 1963 to 1971, cash receipts from crops and livestock rose from $419,378,000 to $711,617,000.

Also significant is the trend of many small family-owned farms being replaced by a fewer number of large, highly mechanized farms and ranches. As a result many formerly agriculturally oriented families have migrated to the urban areas in search of employment. Official 1970 Census of Population figures accentuate this fact, as in nearly every case the primarily agricultural counties in Montana suffered dramatic population losses from 1960 to 1970.

(2) Lumbering and Lumbering Related Industries - Lumbering industries center in the western portion of the state, primarily in AMPB Areas I and II and, to a lesser extent, AMPB Area III. The industry is composed of two distinct industries, each of which has its own unique effect on the economy. Logging, the harvesting of the raw material for the lumbering industry, is a highly seasonal business and dependent on good weather for the most efficient operation. Heavy snows in late winter and spring rains normally curtail logging operations from February to May of each year. Persons employed in logging operations tend to be highly mobile, moving

throughout the western part of the state as new logging areas open up.

Lumber manufacturing industries, on the other hand, have been fairly stable as far as total employment is concerned. The industry normally operates year-round with little seasonal change. Ups and downs in lumber manufacturing employment are usually the result of fluctuations in the lumber market caused by changes in interest rates and new home construction starts. This was the case during 1974, resulting in large layoffs and temporary plant shutdowns.

In the last few years, vast strides in research have resulted in the utilization of material formerly considered waste. However, these changes, while increasing production, have had little effect on total employment.

(3) Mining and Primary Metal Manufacturing- The mining industry (primarily metal) is centered in the southwestern portion of the state in AMPB Area II, particularly in and around the cities of Butte and Anaconda. The economy of this area has been on a steady decline for the past twenty years or so, since the inception of open pit mining at Butte. Prior to 1955, underground mining employed thousands of Butte residents, but with the gradual shift to surface mining, the number of miners has steadily declined and with this came a substantial loss of population in Silver Bow County. In addition, major labor disputes in recent years have, in every case, resulted in lower total employment in the mining industry in Butte. But with plans of discontinuing underground mine operations in Butte, a reversal of a declining employment trend does not appear likely at least through 1976.

Primary metal manufacturing employment, which for the most part includes smelters at Butte, East Helena, and Great Falls, and the aluminum reduction plant at Columbia Falls, has remained fairly stable in recent years. During 1972, closure of zinc smelting activities put an end to this activity in

Montana and resulted in a reduction of employment in the Anaconda, Great Falls, and East Helena smelters by nearly 800 jobs.

Other mining industries, including coal and gas production, are expected to increase, but technological advances will cause output per worker to increase as well.

(4) Other Manufacturing Industries - These industries, primarily food manufacturing, have been fairly stable in recent years and this trend is expected to continue with only slight increases as a result of increased population.

(5) Railroad - Railroad employment has declined rapidly both nationally and in Montana with the disappearance of passenger trains, although the rate of decline in total railroad employment is expected to moderate during the next decade.

(6) Civilian Federal, State and Local Government - Federal, state, and local government employment in Montana has risen rapidly since 1950 and was instrumental in offsetting the general decline in primary employment. This trend is expected to moderate due to reduced school enrollments.

(7) Non-Rail Transportation, Communication and Utilities - No change in the past trend of slow growth is expected during the forecast period.

(8) Contract Construction - Trends in this industry are difficult to predict as the level of employment fluctuates greatly from year to year depending on the economy, availability of capital,and federal spending policies. However, assuming that conditions remain the same as in the past, construction employment should continue at about the same level or increase slightly during the next ten years.

(9) Wholesale and Retail Trade - Employment in these industries is expected to increase at a moderate rate especially in those industries which are tourist oriented.

(10) Services (including Finance, Insurance and Real Estate) - These industries, particularly the service trades, are expected to continue increasing at a rapid rate as a reflection of the increased demand for services.

e. Outlook for the State - Generally, economic development in Montana has been slow due to large land area, sparse population and limited marketing centers. Most of the economic development which has occurred in the past few years has had little or no effect on the target population. Most job opportunities created by industrial growth require entry level skills higher than those possessed by disadvantaged persons.

Economic development, coupled with on-the-job or institutional training, is the only real answer to the needs of the target population, as current industrial growth has not kept pace with the population growth.

The outlook for the coming fiscal year is expected to remain about the same as the past several years. Montana will continue to experience out-migration until the state begins to feel industrial growth on a larger scale than in the past.

C. Population and Labor Force Characteristics and Trends

1. Population - The population of Montana increased from 674,767 in 1960 to 694,409 in 1970[1/], or slightly less than 3%.

1/ Official 1960 Census and 1970 Census figures.

[illegible]

[illegible]

c. [illegible] - [illegible]

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Population by AMPB Areas 1960 - 1970

AMPB Areas	1970	1960	Change	% Change
Area I	154,691	125,527	+ 29,164	+ 23.2
Area II	80,231	87,515	- 7,284	- 8.3
Area III	86,933	76,983	+ 9,950	+ 12.9
Area IV	146,737	147,636	- 899	- 0.6
Area V	133,665	131,530	+ 2,135	+ 1.6
Area VI	92,152	105,576	- 13,424	- 12.7
STATE TOTALS	694,409	674,767	+ 19,642	+ 2.9

Generally, those counties primarily based on an agricultural economy lost population due to the technological changes and mechanization affecting the agriculture industry. The lack of other industries and job opportunities forced many to leave the state in search of employment.

During the two-year period from 1974 to 1976, planning for manpower services will be based on the following assumptions:

a. Intra-state migration of agricultural workers and their families will continue through 1976 although at a slower rate. The population of agricultural counties should stabilize after 1976.

b. Most population increases will occur in the urban areas, particularly Helena, Missoula, Great Falls, and Billings. The rate of this increase will continue at about the same rate due to slow industrial development.

c. Net migration from the state will continue through 1976, particularly in the 18 to 24 year age group.

III. Employment Developments and Outlook by Industry

A. Montana Civilian Labor Force 1970 - 1974 (In Thousands)

	Average 1970	11 Month Average 1974	Net Change From 1970-1974
1. Civilian Labor Force	280.7	323.4	+ 42.7
2. Unemployment	15.1	21.6	+ 6.5
Percent of Labor Force	*5.4*	*6.7*	*+ 1.3*
3. Employment, Total	265.5	301.8	+ 36.3
a. Nonagricultural Wage and Salary Adjusted for Dual Job Holders (Residence Data)	198.3	235.1	+ 36.8
Nonagricultural Wage and Salary (Establishment Data)	*201.4*	*235.5*	*+ 34.1*
(1) Manufacturing	*23.9*	*24.6*	*+ .7*
Durable Goods	*15.5*	*16.0*	*+ .5*
Nondurable Goods	*8.4*	*8.6*	*+ .2*
(2) Nonmanufacturing	*177.5*	*210.9*	*+ 33.4*
Mining	*6.6*	*7.4*	*+ .8*
Contract Construction	*11.0*	*12.9*	*+ 1.9*
Transportation & Public Utilities	*17.4*	*19.6*	*+ 2.2*
Wholesale & Retail Trade	*48.1*	*59.2*	*+ 11.1*
Finance, Insurance & Real Estate	*8.1*	*10.3*	*+ 2.2*
Services	*33.7*	*43.7*	*+ 10.0*
Government	*52.6*	*57.8*	*+ 5.2*
b. All Other Nonagricultural Employment1/	31.1	30.8	- .3
c. Agriculture	36.1	35.9	- .2
4. Persons Involved in Labor/Mgt. Disputes	0.1	.5	+ .4

1/ Includes nonagricultural self-employed and unpaid family workers, and domestic workers in private households.

B. Employment by Industry as a Percent of Total Employment 1970 - 1974

Industry	% of Total Employment 1970	% of Total Employment 1974	Net Change From 1970-1974
Nonagricultural Wage & Salary (Establishment Data)	75.9	78.0	+ 2.1
Manufacturing	9.0	8.2	- .8
Nonmanufacturing	66.9	69.9	+ 3.0
Mining	2.5	2.5	0
Contract Construction	4.1	4.3	+ .2
Transportation & Public Utilities	6.6	6.5	- 0.1
Wholesale & Retail Trade	18.1	19.6	+ 1.5
Finance, Insurance & Real Estate	3.1	3.4	+ 0.3
Services	12.7	14.5	+ 1.8
Government	19.8	19.2	- 0.6
All Other Nonagricultural Employment	11.7	10.2	- 1.5
Agriculture	13.6	11.9	- 1.7

C. Major Changes in Employment 1970 - 1974

Employment changes, as reflected by the above tables, indicate several significant factors that should come as no surprise to anyone.

1. A lack of economic development, which is reflected in the 1970 population figures, is also reflected by the fact that employment in manufacturing industries (as a percent of total employment) decreased by 0.8% during a period in which nonagricultural wage and salary employment increased by 2.1%. In other words, the rate of growth in manufacturing industries did not keep up with growth in all other industries.

2. In addition, non-manufacturing industries, while increasing as a group by 3.0% (as a percent of total employment), suffered major losses in three

major non-manufacturing industries: mining, government, and transportation and public utilities. All three of these industries are major employers in Montana.

3. Agricultural employment, which declined by 1.7% (as a percent of total employment) in the period from 1970 - 1974, further accentuates the loss of population in the primarily rural agricultural counties.

4. Significant employment growth occurred in the service industry, with wholesale and retail trades, contract construction, and finance, insurance and real estate industries maintaining slower gains.

The overall picture indicates that industrial growth occurring in Montana is primarily the result of increased demands for goods and services, which is reflected by the growth of the wholesale and retail, and service industries. Job opportunities during the next fiscal year will probably do best in these industrial categories, if the energy crisis does not have an adverse effect.

IV. Employment Developments and Outlook by Occupation

A. Current Job Opportunities

During 1974 job opportunities were the best in the professional, technical, and kindred; clerical and kindred; and service workers (except households) occupational groups. These occupational groups have shown an increasing percentage of total employment since 1960. The remaining groups have decreased as a percent of total employment for the same time period with the largest decrease coming from the farm and farm managers group. The ten-year period from 1960 - 1970 indicates that the unemployment rate has increased in the professional, technical and kindred; the manager and administrative (except farm); and the clerical and kindred groups. The remaining groups

decreased their unemployment rates for the same time period, with farmers and farm managers showing no increase.

Hard-to-fill jobs for a seven-month time period (July 1974 - January 1975) indicate the largest group of positions not filled as belonging to the professional, technical, and kindred occupational group. The following tables illustrate current and previous trends in the occupational groups.

TABLE 4-1

EMPLOYMENT BY OCCUPATIONAL GROUP

As a Percent of Total Employment in Montana

1960, 1970, and 1974

Occupational Group	Percent of Total Employment 1960	Percent of Total Employment 1970	Net Change From 1960-1970	Percent of Total Employment 1974	Net Change From 1970-1974
TOTAL EMPLOYMENT	100.0	100.0	-	100.0	-
Professional, Technical & Kindred	11.1	14.3	+ 3.2	15.7	+ 1.4
Managers & Administrators, Except Farm	10.8	10.2	- 0.6	10.0	- 0.2
Sales Workers	6.7	6.6	- 0.1	6.2	- 0.4
Clerical & Kindred	11.8	14.4	+ 2.6	17.2	+ 2.8
Craftsmen & Kindred	13.1	12.6	- 0.5	12.5	- 0.1
Operatives, except Transport	7.2	7.1	- 0.1	6.3	- 0.8
Transport Equipment Operatives	3.9	3.7	- 0.2	3.4	- 0.3
Laborers, except Farm	5.3	4.7	- 0.6	3.8	- 0.9
Farmers & Farm Managers	11.2	7.6	- 3.6	5.7	- 1.9
Farm Laborers & Farm Foremen	5.6	4.0	- 1.6	3.6	- 0.4
Service Workers, except Private Household	11.0	13.4	+ 2.4	14.8	+ 1.4
Private Household	2.3	1.4	- 0.9	0.8	- 0.6

[illegible]

[illegible]

[illegible]

TABLE 4-2

MONTANA UNEMPLOYMENT RATES BY OCCUPATIONAL GROUP

1960 and 1970

Occupational Group	Percent Unemployed 1960	Percent Unemployed 1970	Net Change From 1960-1970
Professional, Technical & Kindred	*1.8*	*2.2*	*+ 0.4*
Managers & Administrators, except Farm	*1.5*	*1.6*	*+ 0.1*
Sales Workers	*5.1*	*4.0*	*- 1.1*
Clerical & Kindred	*4.6*	*4.9*	*+ 0.3*
Craftsmen & Kindred	*7.5*	*6.7*	*- 0.8*
Operatives, except Transport	*10.0*	*8.4*	*- 1.6*
Transport Equipment Operatives	*10.7*	*9.4*	*- 1.3*
Laborers, except Farm	*19.3*	*16.0*	*- 3.3*
Farmers & Farm Managers	*.5*	*.5*	-
Farm Laborers & Farm Foremen	*8.5*	*8.4*	*- 0.1*
Service Workers, except Private Household	*8.7*	*7.6*	*- 1.1*
Private Household	*9.8*	*8.7*	*- 1.1*

SOURCE: 1970 Census of Population.

TABLE 4-3

HARD-TO-FILL JOBS
(30 Days or More)1/

Occupation	Number of Jobs
Professional, Technical, and Managerial	
Registered Nurses	11
Secondary School Education	26
Teachers	16
Education of the Handicapped	18
Clerical	
Computing and Account Recording	31
Secretaries	13
Stenographers, Typists	48
Bookkeepers	14
Misc. Office Clerks	18
Service Occupations	
Waiters, Waitresses, and Related Food Serving Occupations	63
Chefs and Cooks, Large Hotels and Restaurants	189
Kitchen Workers	27
Maids and Housemen	14
Attendants, Hospitals, Morgues, and related Health Services	40
Janitors	51
Cooks, Domestic	20
Motor Freight Occupations	
Light Truck Drivers	37
Heavy Truck Drivers	14
Misc. Motor Freight	38
Machine Trade Occupations	
Motorized Vehicle and Engineering Equipment Mechanics & Repairmen	33
Engine, Power Transmission, and Related Mechanics	20
Structural Work Occupations	
Miscellaneous Contract Construction	95
Carpenters and Related Occupations	21
Miscellaneous Occupations	
Attendants and Serviceman, Parking Lots & Service Facilities	28
Moving and Storing Materials	107
Packaging and Materials Handling	118
Information and Message Distribution	14
Canvassers and Soliciters	11
Arc Welders and Gas Welders	10

1/ *Hard-to-fill jobs based on minimum of ten openings for period of thirty days, through the period of July 1974 - January 1975.*

B. Anticipated Job Opportunities

Job opportunities for 1975 are not expected to deviate significantly from 1974. Disadvantaged workers should be trained for the hard-to-fill jobs, the jobs created by industry expansion, and the replacement needs required for each occupation. The following table lists selected occupations by occupational group and the average annual openings required for each.

TABLE 4-4

SELECTED OCCUPATIONS, BY OCCUPATIONAL GROUP HAVING AVERAGE ANNUAL OPENINGS OF 100 OR MORE

Occupation	Avg. Ann. Openings
Professional, Technical, Kindred	
Registered Nurses	380
Elementary School Teachers	530
Secondary School Teachers	200
Accountants	120
Clergyman	100
Managers, Officials, Proprietors	
School Admin., Elem., Secondary	110
Office Managers, N.E.C.	110
Other Managers, Administrators	1,170
Sales Workers	
Sales Representative, Wholesale Trade	140
Sales Clerks, Retail Trade	630
Salesmen, Retail Trade	110
Clerical Workers	
Secretaries	920
Typists	200
Bookkeepers	570
Cashiers	210
Counter Clerks, exc. Food	150
Receptionists	110
Teachers Aides, exc. Monitors	130
Craftsmen, Foremen, Kindred	
Carpenters	180
Operatives	
Laundry, Dry Clean Oper. N.E.C.	110
Delivery & Routemen	100
Truck Drivers	140

Occupation	Avg. Ann. Openings
Service Workers	
Chambermaid, Maid, exc. Private	190
Cleaners & Charwomen	140
Janitors & Sextons	480
Bartenders	100
Cooks, exc. Private	310
Waiters	390
Food Workers, N.E.C. exc. Private	100
Nurses Aides, Orderlies	390
Practical Nurses	140
Child Care Workers, exc. Private	110
Hairdressers, Cosmetologists	250
Child Care Workers, Private	280
Maids, Servants, Private	180
Farmers and Farm Workers	
Farmers (Owners & Tenants)	700
Farm Managers	310
Farm Laborers, Wage Workers	110

V. Recent Trends in Unemployment

The unemployment situation in Montana during the twelve-month period from January 1974 to December 1974 ranged from a high of 26,646 persons in June 1974 to a low of 17,311 in September 1974.

Unemployment during the next fiscal year is expected to range slightly higher than normally experienced, with high unemployment occurring between January and April. Unemployment normally peaks a second time in June with the registration of students seeking summer employment.

The largest concentration of unemployed persons occurs on Montana's seven Indian reservations. Unemployment among reservation Indians normally runs between 15% and 35% of the labor force.

VI. Universe of Need for Manpower Services

The "Universe of Need" totals 96,250 persons who need employment-related assistance. Montana's economic growth of the past several years took a sharp downturn during 1974. Two of the State's larger industries, cattle and lumber and wood products, have particularly been hurt by the national recession. With our high average unemployment rate of 6.8% for 1974, and prospects of a continued recession, the need for manpower services will probably continue to grow through at least the first half of fiscal 1976.

Items 3 and 4 of the following table outline the "universe of need" in Montana.

TABLE I

STATEWIDE MANPOWER DATA SUMMARY

State or Area MONTANA

Base Period Used CY 1974 For Fiscal Year 1976

Item	Number of Individuals
1. Total Civilian Population (as of 1970) 1/	694,409
a. Age Distribution:	
16 through 21 years	77,148
22 through 44 years	184,168
45 years and over	433,093
b. Members of Minority - Total	31,366
16 years and over	17,179
2. Total Civilian Work Force (1974 calendar year average)	322,840
a. Employed, Total	300,968
(1) Non-farm Wage and Salary Workers	265,867
b. Unemployed	21,872
(1) Unemployment Rate	6.8%
3. Universe of Need for Manpower Services for Fiscal Year Ending 1976 (Number of different individuals in year) 2/	96,250
a. Poor	18,850
(1) Disadvantaged	10,750
(2) Other Poor	3,100
b. Non-Poor	82,400
(1) Near-poverty	22,100
(2) All other Non-Poor	60,300
4. Unemployed and Underutilized Disadvantaged: by Category	10,750
a. Unemployed	2,400
b. Underutilized	8,350
(1) Employed part-time for economic reasons	1,900
(2) Employed full-time, but with family income at or below poverty level	3,250
(3) Not in labor force but should be	3,200
5. Estimated Welfare Recipients Needing Manpower Services (Forecast Period)	6,000
6. Estimated School Dropouts (Forecast Period)	2,253
7. Estimated Number of Veterans Needing Manpower Services (Forecast Period)	32,000
Number Viet Nam era Veterans	15,500
8. Estimated Number of Minorities Needing Manpower Services (Forecast Period)	11,700
9. Total Number of Different Individuals Unemployed in 1974.	69,750

1/ 1970 Census of Population. 2/ Item totals may not add due to rounding

VII. Characteristics of the Disadvantaged

The number of individuals who meet the disadvantaged criteria is estimated to be 11,278. The estimated number of individuals by disadvantaged groups is as follows:

1.	Number of school dropouts	=	2,253
2.	Number of youth	=	2,888
3.	Number of older workers	=	9,852
4.	Minority group members	=	11,700
5.	Number of handicapped	=	6,000

The total of the above five categories will not equal the total number of disadvantaged individuals as many persons are included in more than one group. The above figures include only those who are considered "poor" and in need of employment assistance. The following table illustrates some of the social characteristics common to the disadvantaged persons who participated in federally funded manpower programs during 1970.

Characteristic	Number of Enrollees 1/	Percent of Total
16 to 21 years old	464	*32.1*
22 to 44 years old	847	*58.7*
45 to 64 years old	132	*9.1*
65 years and older	1	*0.1*
Male	595	*41.2*
Female	849	*58.8*
Handicapped	330	*22.9*
Veteran	247	*17.1 (41.5% of males)*
Never married	521	*36.1*
Married	390	*27.0*
Widow/Widower	39	*2.7*
Divorced/Separated	494	*34.2*

1/ Includes MDTA, MDTA-OJT, CEP and WIN.

Characteristic	Number of Enrollees[1/]	Percent of Total
Has one or more dependents	880	*60.9*
White	1,110	*76.8*
Negro	3	*0.2*
American Indian	291	*20.2*
Oriental	3	*0.2*
Spanish surname	37	*2.6*
U. I. claimant	92	*6.4*
Public assistance recipient	571	*39.5*
College graduate	1	*0.1*
1 to 3 years college	94	*6.5*
High school graduate	556	*38.5*
1 to 3 years high school	570	*39.5*
8th grade or less	223	*15.4*
Previous job training	127	*8.8*
Participation in other federal programs	296	*20.5*
Under 1 year in labor market	353	*24.4*
1 to 2 years in labor market	323	*22.4*
3 to 9 years in labor market	510	*35.3*
10 years or more in labor market	258	*17.9*
Family income below poverty level	1,290	*89.3*
Disadvantaged	1,215	*84.1*
Barriers to employment:		
Too young	477	*33.0*
Too old	132	*9.1*
Lacks education, training or has obsolete skills	1,343	*93.0*
Health problem	189	*13.1*
Personal problem	163	*11.3*
Transportation problem	226	*15.7*
Child care problem	295	*20.4*
Conviction record	56	*3.9*
Other	18	*1.2*
Unemployed	1,365	*94.5*
Underemployed	65	*4.5*
Employed	14	*1.0*

TOTAL NUMBER OF ENROLLEES SAMPLED = 1,444 (excluding JOBS and JOP programs)

1/ Includes MDTA, MDTA-OJT, CEP and WIN.

VIII. Characteristics of Individuals Other Than the Poor and Disadvantaged in the Universe of Need for Manpower Services

The balance of the Universe of Need (an estimated 82,400 individuals) includes those persons whose income exceeds the defined poverty level but are in need of employment assistance. Of this group, 22,100 members are classified as "near poverty", i.e., their income exceeds defined poverty level only to a small degree. The characteristics and problems of this group are very similar to those of the "poor" category.

All other "non-poor" who are in need of employment assistance (60,300) provide an estimate of the number of different non-poor individuals who will be unemployed at some time during the year. Most of these persons are unemployed less than 15 weeks and normally need only slight assistance in re-entering the employed labor market. Unemployment of persons in this group is normally due to the seasonality of the primary industries in Montana.

IX. Barriers to Employment of the Disadvantaged

Past experience indicates that disadvantaged individuals do not have as much trouble adjusting to the competitive labor market as they do becoming part of it. The most common factors hindering these persons from entering the labor market are as follows:

A. Lack of Education and/or Skills - Typically, the disadvantaged person lacks the minimum educational level necessary to compete for anything but the simplest, low-paying jobs. Although most have completed at least the 8th grade, their grade attainment level is usually much lower, particularly in basic areas, such as reading and mathematics.

Due to any number of reasons, most disadvantaged individuals either have never had the opportunity to acquire a skill, or if a skill was obtained it became obsolete due to technological change or it was for an occupation for which few job opportunities exist.

B. Lack of Training or Experience - Particularly true of youth and widowed or divorced women who have never worked before or have not worked for many years.

C. Social Difficulties - Employers are understandably hesitant about hiring persons with police records and placement of these persons, even those who are qualified, is, at best, difficult. Other handicaps, physical or mental illnesses, lack of transportation, to name a few, sometimes restrict a person from obtaining employment.

D. Family and/or Child Care Responsibilities - This problem restricts many women from participating in the labor market.

The above is only a partial list of the numerous and sometimes complex problems that hinder the disadvantaged. Some of the social needs that came to light as a result of a survey conducted under the Helena Model Cities program in three suspected "poverty areas" within the city are as follows:[1/]

1. 46.1% single parent households.
2. 26.7% above age 51.
3. 16.0% physically or mentally handicapped.
4. 16.0% indicated an interest in job training.
5. 22.1% did not have adequate transportation.
6. 29.3% male heads of households had less than 8th grade education.
7. 18.9% female heads of households had less than 8th grade education.

Although the above figures pertain directly to Helena, it is felt that the same problems occur within all target groups to a greater or lesser degree.

1/ *Montana Employment Security Commission, Helena Population and Employment Data - 1969, page 5*

ANNUAL MANPOWER PLANNING REPORT

APPENDIX

TABLE I

MONTANA CIVILIAN LABOR FORCE 1957 - 1974
(Annual Average in Thousands)

Year	Civilian Labor Force	Total Employment	Agricultural Employment	Total Unemployed	Percent Unemployment
1957	250.2	237.2	41.4	13.0	*5.2*
1958	252.5	233.0	40.7	19.3	*7.6*
1959	252.4	234.5	39.2	14.9	*5.9*
1960	253.9	236.0	39.0	17.0	*6.7*
1961	252.9	234.4	37.3	18.4	*7.3*
1962	253.2	239.0	38.2	13.9	*5.5*
1963	255.9	242.1	38.3	13.8	*5.4*
1964	256.4	242.5	36.6	13.7	*5.3*
1965	259.7	246.5	35.2	13.0	*5.0*
1966	267.9	255.1	37.1	12.7	*4.7*
1967	272.9	257.9	37.3	13.0	*4.8*
1968	271.9	258.1	33.6	12.8	*4.7*
1969	276.9	261.4	34.1	15.5	*5.6*
1970*	280.7	265.6	36.1	15.1	*5.4*
1971*	282.4	263.1	34.9	17.8	*6.3*
1972*	297.1	278.5	33.1	18.5	*6.2*
1973*	309.8	290.2	36.3	19.6	*6.3*
1/ 1974*	322.9	301.0	35.1	21.9	*6.8*
Net Change 1957-1974	+72.7	+63.8	-6.3	----	---
% Change 1957-1974	*+29.1*	*+26.9*	*-15.2*	----	---

The above table reflects the 15.2% decline in agricultural employment in Montana as compared with a 29.1% increase in the civilian labor force during the same period. The unemployment rate declined steadily from 1962 to 1969, but rose dramatically from 1970 through 1974.

* *These years are based on residence data and are not comparable to the establishment data of the years 1957 to 1969.*

1/ 1974 preliminary average.

TABLE II

RURAL MANPOWER DATA SUMMARY

State or Area MONTANA - RURAL

Base Period Used CY 1974 For Fiscal Year 1976

Item	Number of Individuals
1. Total Rural Civilian Population (as of 1970)1/	258,258
a. Age Distribution:	
16 through 21 years	28,692
22 through 44 years	68,494
45 years and over	161,072
b. Members of Minority - Total	11,667
16 years and over	6,389
2. Total Rural Civilian Work Force (1974 Calendar Year Average)	118,134
a. Employed, Total	109,044
(1) Non-Farm Wage and Salary Workers	85,344
b. Unemployed	9,090
(1) Unemployment Rate	7.7%
3. Universe of Need for Manpower Services for Fiscal Year Ending 1975 (Number of different individuals in year) 2/	38,900
a. Poor	5,900
(1) Disadvantaged	4,750
(2) Other Poor	1,150
b. Non-Poor	33,000
(1) Near-Poverty	8,350
(2) All Other Non-Poor	24,650
4. Unemployed and Underutilized Disadvantaged: by Category	4,900
a. Unemployed	1,050
b. Underutilized	3,850
(1) Employed part-time for economic reasons	550
(2) Employed full-time, but with family income at or below poverty level	1,600
(3) Not in labor force but should be	1,700
5. Estimated Welfare Recipients Needing Manpower Services (Forecast Period)	2,232
6. Estimated School Dropouts (Forecast Period)	913
7. Estimated Number of Veterans Needing Manpower Services (Forecast Period)	12,997
Number Viet Nam Era Veterans	6,293
8. Estimated Number of Minorities Needing Manpower Services (Forecast Period)	8,049
9. Total Number of Different Individuals Unemployed in 1973	30,150

1/ 1970 Census of Population. 2/ Item totals may not add due to rounding.

TABLE III

PRELIMINARY PER CAPITA PERSONAL INCOME IN MONTANA

By Counties, 1969 - 1973

(DOLLARS)

State and County	1969	1970	1971	1972	1973
MONTANA	$3,175	$3,499	$3,575	$4,083	$4,685
BEAVERHEAD	2,891	3,129	3,208	3,723	4,340
BIG HORN	2,758	3,074	3,106	3,898	4,376
BLAINE	2,864	3,422	3,396	4,274	5,276
BROADWATER	3,244	3,591	3,609	4,067	4,464
CARBON	3,032	3,465	3,466	3,947	4,444
CARTER	3,614	4,004	4,428	6,011	8,816
CASCADE	3,525	3,775	3,857	4,256	4,632
CHOUTEAU	4,299	5,301	5,345	6,555	11,026
CUSTER	3,462	3,662	3,898	4,298	4,977
DANIELS	4,095	4,008	4,066	5,785	8,039
DAWSON	3,186	3,397	3,174	4,054	5,226
DEER LODGE	2,669	3,132	3,038	3,463	3,841
FALLON	2,914	3,285	3,062	4,224	5,438
FERGUS	3,166	3,500	3,735	4,248	5,304
FLATHEAD	3,007	3,181	3,307	3,620	4,177
GALLATIN	2,823	3,129	3,160	3,489	3,957
GARFIELD	3,555	3,775	4,071	5,620	6,921
GLACIER	2,855	3,051	3,185	4,040	4,567
GOLDEN VALLEY	3,291	3,791	4,843	4,987	4,528
GRANITE	2,311	2,594	2,680	3,222	3,770
HILL	3,140	3,699	3,631	4,487	5,525
JEFFERSON	2,500	2,725	2,825	2,770	3,084
JUDITH BASIN	3,545	4,231	4,277	6,049	7,388
LAKE	2,340	2,496	2,632	3,089	3,427
LEWIS and CLARK	3,700	4,033	4,258	4,513	4,869
LIBERTY	4,429	6,225	5,278	6,852	6,871
LINCOLN	3,185	3,104	3,311	3,487	3,611
McCONE	3,147	3,294	3,217	4,786	9,245
MADISON	2,801	3,308	3,221	3,915	4,257
MEAGHER	3,439	3,877	3,986	4,992	5,865
MINERAL	2,779	3,028	3,339	3,669	4,036
MISSOULA	3,113	3,313	3,553	3,860	4,164
MUSSELSHELL	2,701	3,262	3,245	3,393	3,917
PARK (Incl. Yellowstone Park)	2,820	3,221	3,269	3,719	4,171
PETROLEUM	3,461	4,054	3,823	4,160	6,382

State and County	1969	1970	1971	1972	1973
PHILLIPS	$3,236	$3,839	$3,490	$4,649	$6,309
PONDERA	3,413	4,517	3,656	3,937	5,006
POWDER RIVER	3,014	3,173	3,520	5,182	7,479
POWELL	2,926	3,250	3,242	3,841	4,322
PRAIRIE	3,059	3,715	3,503	4,416	6,306
RAVALLI	2,605	2,821	2,929	3,099	3,310
RICHLAND	2,972	3,391	3,320	4,367	5,128
ROOSEVELT	2,981	3,180	3,230	4,213	6,162
ROSEBUD	2,932	3,438	3,699	4,073	4,981
SANDERS	2,520	2,833	3,321	3,459	3,929
SHERIDAN	3,273	3,145	2,758	4,100	6,560
SILVER BOW	3,080	3,449	3,366	3,851	4,237
STILLWATER	2,970	3,381	3,323	4,126	4,930
SWEET GRASS	3,089	3,514	4,000	4,350	5,368
TETON	3,585	4,246	3,733	4,305	5,465
TOOLE	3,917	4,745	4,482	5,365	6,196
TREASURE	3,590	4,247	4,009	4,063	5,533
VALLEY	3,349	3,836	3,721	4,528	5,189
WHEATLAND	3,278	3,618	4,103	4,612	5,254
WIBAUX	3,105	3,933	3,671	5,354	7,794
YELLOWSTONE	3,384	3,731	3,964	4,447	4,766

1974	Civilian Labor Force	Total Employment	Non-Ag W&S Employment	Total Unemployment	Unemployment Rate	Universe of Need for Manpower
Beaverhead	3,681	3,458	2,607	223	6.1	1,050
Big Horn	3,891	3,511	2,536	380	9.8	1,750
Blaine	3,026	2,771	1,898	255	8.4	1,150
Broadwater	1,122	1,047	742	75	6.7	350
Carbon	2,973	2,743	1,889	230	7.7	1,000
Carter	983	955	407	28	2.8	150
Cascade	32,782	30,622	29,078	2,160	6.6	10,000
Chouteau	3,441	3,305	1,880	136	4.0	700
Custer	5,598	5,297	4,610	301	5.4	1,400
Daniels	1,419	1,382	911	37	2.6	200
Dawson	5,375	5,106	4,292	269	5.0	1,250
Deer Lodge	6,327	5,857	5,522	470	7.4	2,000
Fallon	1,839	1,744	1,357	95	5.2	450
Fergus	5,903	5,497	4,207	406	6.9	1,750
Flathead	17,753	15,687	15,136	2,066	11.6	7,550
Gallatin	16,336	15,285	13,999	1,051	6.4	4,650
Garfield	899	865	454	34	3.8	200
Glacier	4,895	4,456	4,059	439	9.0	2,050
Golden Valley	500	468	225	32	6.4	150
Granite	1,110	1,050	843	60	5.4	300
Hill	8,466	8,078	7,199	388	4.6	2,100
Jefferson	2,162	1,989	1,786	173	8.0	700
Judith Basin	1,308	1,237	558	71	5.4	350
Lake	6,243	5,757	4,596	486	7.8	2,200
Lewis & Clark	18,010	16,874	16,119	1,136	6.3	4,900
Liberty	1,127	1,080	717	47	4.2	250
Lincoln	8,744	7,676	7,377	1,068	12.2	3,750
Madison	2,229	2,094	1,209	135	6.1	650
McCone	1,289	1,242	663	47	3.6	250
Meagher	1,101	1,014	650	87	7.9	350
Mineral	1,486	1,303	1,253	183	12.3	650
Missoula	28,159	25,945	25,775	2,214	7.9	8,950
Musselshell	1,885	1,752	1,367	133	7.1	550
Park	5,748	5,367	4,748	381	6.6	1,650
Petroleum	340	326	140	14	4.1	100
Phillips	2,626	2,526	1,643	100	3.8	600
Pondera	3,450	3,334	2,486	116	3.4	700
Powder River	1,368	1,312	718	56	4.1	300
Powell	2,717	2,583	2,314	134	4.9	700
Prairie	894	874	533	20	2.2	150
Ravalli	6,412	5,832	4,672	580	9.0	2,350
Richland	4,292	3,992	3,135	300	7.0	1,250
Roosevelt	4,513	4,163	3,436	350	7.8	1,650
Rosebud	2,802	2,654	2,067	148	5.3	850
Sanders	3,025	2,678	2,353	347	11.5	1,300
Sheridan	2,590	2,525	1,818	65	2.5	400
Silver Bow	17,223	16,113	15,999	1,110	6.4	5,100
Stillwater	1,909	1,743	1,247	166	8.7	650
Sweet Grass	1,464	1,384	844	80	5.5	400
Teton	3,025	2,915	1,948	110	3.6	600
Toole	3,035	2,940	2,350	95	3.1	550
Treasure	457	440	254	17	3.7	100
Valley	5,489	5,239	4,202	250	4.6	1,350
Wheatland	1,401	1,337	1,005	64	4.6	350
Wibaux	652	642	330	10	1.5	100
Yellowstone	45,346	42,902	41,704	2,444	5.4	11,300

1974	Poor	Disadv	Other Poor	Non-Poor	Near Poverty	All Other Non-Poor
Beaverhead	150	100	50	900	250	650
Big Horn	350	300	50	1,400	350	1,050
Blaine	200	150	50	950	250	700
Broadwater	50	50	0	300	50	250
Carbon	150	100	50	850	250	600
Carter	50	50	0	100	50	50
Cascade	1,400	1,100	300	8,600	2,500	6,100
Chouteau	100	50	50	600	200	400
Custer	200	150	50	1,200	350	850
Daniels	50	50	0	150	50	100
Dawson	200	150	50	1,050	300	750
Deer Lodge	300	250	50	1,700	450	1,250
Fallon	50	50	0	400	100	300
Fergus	250	200	50	1,500	400	1,100
Flathead	850	600	250	6,700	1,400	5,300
Gallatin	550	400	150	4,100	1,200	2,900
Garfield	50	0	50	150	50	100
Glacier	400	350	50	1,650	400	1,250
Golden Valley	0	0	0	150	50	100
Granite	50	50	0	250	100	150
Hill	350	300	50	1,750	550	1,200
Jefferson	100	100	0	600	150	450
Judith Basin	50	50	0	300	100	200
Lake	400	350	50	1,800	500	1,300
Lewis & Clark	600	450	150	4,300	1,100	3,200
Liberty	50	50	0	200	50	150
Lincoln	350	250	100	3,400	650	2,750
Madison	100	100	0	550	150	400
McCone	50	50	0	200	50	150
Meagher	50	50	0	300	50	250
Mineral	50	50	0	600	100	500
Missoula	1,150	750	400	7,800	2,000	5,800
Musselshell	100	100	0	450	100	350
Park	200	150	50	1,450	350	1,100
Petroleum	0	0	0	100	0	100
Phillips	100	50	50	500	150	350
Pondera	150	100	50	550	200	350
Powder River	50	50	0	250	50	200
Powell	100	100	0	600	200	400
Prairie	50	50	0	100	50	50
Ravalli	350	250	100	2,000	500	1,500
Richland	200	150	50	1,050	300	750
Roosevelt	350	300	50	1,300	350	950
Rosebud	200	200	0	650	200	450
Sanders	150	100	50	1,150	250	900
Sheridan	100	100	0	300	150	150
Silver Bow	700	600	100	4,400	1,250	3,150
Stillwater	100	50	50	550	150	400
Sweet Grass	50	50	0	350	100	250
Teton	100	100	0	500	150	350
Toole	100	100	0	450	150	300
Treasure	0	0	0	100	50	50
Valley	250	200	50	1,100	350	750
Wheatland	50	50	0	300	100	200
Wibaux	0	0	0	100	50	50
Yellowstone	1,700	1,200	500	9,600	2,700	6,900

1974	Unemployed & Under-Utilized	Unemployed	Under-Utilized	Employed Part Time Economic	Employed Full Time Income Low	Not In Labor Force
Beaverhead	100	50	50	0	50	0
Big Horn	300	50	250	50	50	150
Blaine	150	50	100	0	50	50
Broadwater	50	0	50	0	50	0
Carbon	100	50	50	0	50	0
Carter	50	0	50	0	0	50
Cascade	1,100	200	900	200	300	400
Chouteau	50	0	50	0	0	50
Custer	150	50	100	50	50	0
Daniels	50	0	50	0	0	50
Dawson	150	50	100	50	50	0
Deer Lodge	250	50	200	100	50	50
Fallon	50	0	50	0	0	50
Fergus	200	50	150	50	50	50
Flathead	600	200	400	100	200	100
Gallatin	400	100	300	100	150	50
Garfield	0	0	0	0	0	0
Glacier	350	50	300	50	50	200
Golden Valley	0	0	0	0	0	0
Granite	50	0	50	0	0	50
Hill	300	50	250	50	100	100
Jefferson	100	0	100	0	0	100
Judith Basin	50	0	50	0	0	50
Lake	350	100	250	50	100	100
Lewis & Clark	450	100	350	150	100	100
Liberty	50	0	50	0	0	50
Lincoln	250	100	150	50	50	50
Madison	100	0	100	0	100	0
McCone	50	0	50	0	0	50
Meagher	50	0	50	0	0	50
Mineral	50	0	50	0	0	50
Missoula	750	200	550	150	200	200
Musselshell	100	0	100	0	100	0
Park	150	50	100	50	50	0
Petroleum	0	0	0	0	0	0
Phillips	50	0	50	0	50	0
Pondera	100	50	50	0	50	0
Powder River	50	0	50	0	0	50
Powell	100	0	100	0	0	100
Prairie	50	0	50	0	0	50
Ravalli	250	50	200	50	100	50
Richland	150	50	100	50	50	0
Roosevelt	300	50	250	50	100	100
Rosebud	200	50	150	0	50	100
Sanders	100	50	50	0	50	0
Sheridan	100	50	50	0	50	0
Silver Bow	600	150	450	150	150	150
Stillwater	50	0	50	0	50	0
Sweet Grass	50	0	50	0	50	0
Teton	100	0	100	0	100	0
Toole	100	0	100	0	100	0
Treasure	0	0	0	0	0	0
Valley	200	50	150	50	50	50
Wheatland	50	0	50	0	0	50
Wibaux	0	0	0	0	0	0
Yellowstone	1,200	300	900	300	300	300

	Total No Diff Indiv Unemp in Yr	Estimated No Welfare	Estimated No School Dropouts	Estimated No Vietnam Vets	Estimated No Minorities	Estimated No All Vets
Beaverhead	700	71	26	183	18	377
Big Horn	1,150	87	27	225	1,507	463
Blaine	750	58	23	150	591	310
Broadwater	250	22	9	56	9	116
Carbon	700	61	23	158	22	327
Carter	100	17	4	44	3	90
Cascade	6,900	707	261	1,826	1,129	3,770
Chouteau	500	56	21	144	62	298
Custer	1,050	105	35	272	42	561
Daniels	150	27	11	69	7	142
Dawson	900	97	39	252	27	519
Deer Lodge	1,400	135	45	349	152	721
Fallon	300	35	16	90	6	187
Fergus	1,300	109	40	281	40	581
Flathead	6,200	341	151	881	175	1,820
Gallatin	3,350	281	86	726	113	1,498
Garfield	150	16	5	40	1	83
Glacier	1,300	93	39	241	1,722	497
Golden Valley	100	8	3	21	0	43
Granite	200	24	10	61	8	126
Hill	1,450	149	59	388	657	800
Jefferson	500	45	17	117	32	241
Judith Basin	250	23	9	60	4	123
Lake	1,450	125	53	322	838	666
Lewis & Clark	3,650	288	111	743	244	1,534
Liberty	150	20	8	53	4	109
Lincoln	3,200	156	59	403	93	832
Madison	450	43	17	112	34	231
McCone	200	25	9	64	7	132
Meagher	250	18	6	47	9	98
Mineral	550	26	13	66	8	136
Missoula	6,650	503	169	1,301	351	2,685
Musselshell	400	32	13	83	2	172
Park	1,200	97	37	251	22	519
Petroleum	50	6	2	15	1	31
Phillips	400	47	19	120	101	248
Pondera	450	57	24	148	207	305
Powder River	200	25	10	64	15	132
Powell	500	58	23	149	45	307
Prairie	100	15	6	39	5	81
Ravalli	1,750	124	59	322	103	664
Richland	900	85	37	220	22	453
Roosevelt	1,050	90	37	231	1,180	478
Rosebud	500	52	18	135	683	278
Sanders	1,050	61	24	158	148	327
Sheridan	250	50	22	129	18	266
Silver Bow	3,550	363	104	937	189	1,935
Stillwater	500	40	17	103	14	213
Sweet Grass	250	26	9	66	1	137
Teton	450	53	23	136	19	282
Toole	400	50	20	130	25	269
Treasure	50	9	4	24	2	49
Valley	950	99	43	256	378	529
Wheatland	250	22	8	56	8	116
Wibaux	50	13	5	33	0	68
Yellowstone	8,300	755	285	1,950	597	4,025